

# The Structural Model of Resilience Based on Role Overload and Job Stress with the Mediation of Difficulty in Emotion Regulation

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## 1. Round 1

### 1.1. Reviewer 1

Reviewer:

The opening sentence, "In today's business world, human resources are considered the most crucial factor in the success and survival of organizations," is general. Consider specifying how this principle relates uniquely to military personnel to enhance relevance.

Table 1 presents means and standard deviations. Consider discussing any notable patterns or deviations observed in the data to give the reader an immediate understanding of its significance.

The RMSEA value of 0.029 is excellent, but the explanation should address the potential impact of sample size on model fit indices. Larger samples often yield lower RMSEA values.

The correlation matrix in Table 2 shows a strong negative correlation between resilience and role overload. It might be helpful to briefly interpret these correlations to guide the reader on their practical implications.

The discussion on the "direct and standard coefficient of role overload on resilience" should include a theoretical framework that connects these variables more explicitly to resilience theory.

In Table 5, the indirect effect of job stress on resilience through emotion regulation is significant. Consider elaborating on the psychological mechanisms that may underlie this mediation effect.

The mention of self-report bias is relevant but could be further detailed. For example, consider suggesting alternative methods (e.g., observational data) that could mitigate this limitation.

Authors revised and uploaded the document.

## 1.2. Reviewer 2

Reviewer:

The sentence, "Numerous studies have shown that policing is considered a highly stressful profession," could benefit from a more comprehensive summary of key studies. Please include a brief description of their methods or main findings for context.

The claim, "Many military personnel face role overload due to work pressures," lacks sufficient citations. Please provide additional references to support this assertion.

The criteria "ability to communicate" and "informed consent" could be more specific. For instance, explain whether any language barriers or communication difficulties were anticipated and how they were addressed.

The statement, "The obtained values for the Mardia coefficient and the critical ratio must be less than 5," could be enhanced by providing a brief explanation of why these thresholds are significant.

The statement, "The results showed that the direct and standard coefficient of job stress on resilience was significant," could be expanded to compare and contrast with findings from similar research in military contexts.

The explanation of role overload's effects on resilience could benefit from integrating more theoretical perspectives, such as job demands-resources (JD-R) theory, to strengthen the argument.

Authors revised and uploaded the document.

## 2. Revised

Editor's decision after revisions: Accepted.

Editor in Chief's decision: Accepted.